



EXISTING WELFARE BENEFITS GIVEN BY SINDH POLICE

“IMMEDIATE RELIEF (BURIAL CHARGES)”

Entitlement	All Police personnel who embraced Shahadat / died during Service
Existing Rates	<ol style="list-style-type: none">1) Rs.300,000/- for the families of Shaheed Police personnel (Applicable from 08-04-2019)2) Rs.50,000/- for the families of deceased Police personnel
Check list of essential Documents	<ol style="list-style-type: none">1. As per direction of IGP Sindh payment of this particular welfare benefits is to be made at the time of death, however, post-facto approval from <u>Range / Unit Welfare Committee</u> should be obtained.2. Obituary, Death Certificate, Heirship Certificate, CNIC of Deceased employee and beneficiary, conventional NBP Account, Recommendation of concerned SP/DDO.3. (Guardianship Certificate in case beneficiaries are minor children)

“RETIREMENT GRANT”

Entitlement	All retiring Police personnel of Sindh Police.
Existing Rates	One last Complete Running Basic Pay (Applicable from 01.09.2018)
Check list of Essential Documents	Retirement Order, Last complete Pay Slip issued by Accountant General Office, CNIC of Retiring Police personnel, conventional NBP Account, Recommendation of concerned SP / DDO.

MARRIAGE GRANT RENAMED AS “WEDDING GIFT”

Entitlement	Two Children of Shaheed / Deceased and Serving Police personnel and Police Officer / Official at their own first marriage
Existing Rates	<ol style="list-style-type: none"> Rs.50,000/- each for two children (son / daughter) of Shaheed / Deceased / Serving Police personnel (applicable from 01.09.2018) Rs.50,000/- for serving Police personnel on their own 1st marriage only subject to completion of probationary period of three years. (applicable from 10.01.2019) Rs. 75,000/- each for two children (son / daughter) of Shaheed / Deceased / Serving Police personnel (applicable from 01-08-2021) Rs. 100,000/- each for two children (son / daughter) of Shaheed / Deceased / Serving Police personnel (applicable from 01-11-2023)
Check list of essential Documents as per Form (I) SPWF	<p><u>For family of Shaheed / Deceased</u>:- Shaheed Declaration / Obituary, CNIC of bride and groom (or NADRA issued Form-B / FRC) CNIC of parent, copy of Nikah Nama or invitation card, conventional NBP Account.</p> <p><u>For Serving Police personnel</u>:- Appointment order, CNIC, Service Card, copy of Nikah Nama or invitation card, , CNIC of bride and groom, conventional NBP Account, recommendation from concerned</p>

SCHOLARSHIP

Entitlement	All Children of Shaheed / Deceased and Serving Police personnel
Existing Rates	<ol style="list-style-type: none"> 1. In all Public / Private Sector universities including SZABIST & IBA (for Shaheed & Deceased) 2. In all Public Sector Universities including SZABIST & IBA (for Serving employees) 3. Post Primary to Intermediate (for Shaheed Children only) 4. Children of Shaheed, deceased & Serving employees studying in Cadet Colleges will also get 100% scholarship (recently approved by the SPBWF Board in its 12th meeting held on 12.12.2022). 5. Self finance and admission on sports basis will not be entertained. 6. 100% of the admission fee, tuition fee allowed subject to securing 70% marks (01-01-2023) 7. Scholarship for inter, O/A level is available only for the children of, Deceased, Shaheed or Medically invalid due to police encounter, bomb blast or terrorist attack maximum at par with the fee structure of public sector institutions
Check list of essential Documents (UNIVERSITIES)	<p>Application of officers/officials, Attested documents/fees vouchers through concerned University/Registrar. (Visible Copies along with Original Fee Vouchers) Mentioning tuition fees in voucher clearly, Educational documents/Certificate, & Passing <u>Mark Sheet of the Semester (With 70% Marks of College / University) Applicable from Jan-2023</u>, I.D Card of Student, CNIC copy (Employee & candidate) & NADRA issued FRC. Service Card of employee, Copy of Pay Slip (Current) attested by DDO, Conventional NBP Account (account of Aitemad /Islamic of NBP & any private Bank will be <u>NOT</u> entertained). <u>Certificate of admission on MERIT at concerned University</u>. Self finance and admission on sports basis will not be entertained for scholarship, Non-Payment / Claim Certificate.</p>

SCHOLARSHIP

Check list of
essential
Documents
(CADET COLLEGE)

Application of officers / officials, Offer letter from Cadet Collage, Attested admission documents from concerned Cadet Collage (visible copies), Attested visible copy of bank fee vouchers, from concerned Cadet Collage (Original Fee), Attested Educational documents/certificate & Mark sheet, Report Card, from concerned Collage with 70% applicable from Jan-2023, CNIC copy (Employee & candidate) & **NADRA issued FRC**. Service card of employee, Copy of Pay Slip (Current) attested by DDO, NBP Account (not Aitemad / Islamic of NBP & private Bank), Non-Payment Certificate.

PRIZE MONEY

Entitlement	Children of Shaheed / Deceased and serving Police personnel who secure position in matriculation and intermediate from Government Educational Boards.
Existing Rates / Policy	<p>a. Rs. 150 thousand for 1st Position. b. Rs. 100 thousand for 2nd position. c. Rs. 50 thousand for 3rd position.</p> <p>Note: This welfare benefit shall be applicable from the year 2021-22</p>
Check list of essential Documents	<p>1. <u>For Shaheed / Deceased:-</u> Shaheed Declaration / Obituary, CNIC of child (NADRA issued Form-B / FRC) CNIC of parent, attested copy of Admit Card & Result, Conventional NBP Account</p> <p>2. <u>For Serving Personnel:-</u> CNIC of Police personnel and child, recommendation from concerned DDO / SP, attested copy of Admit Card & Result, Conventional NBP Account</p>

“BENEVOLENT FUND”

Entitlement	WIDOW & INVALIDATION ON MEDICAL GROUNDS DURING POLICE ENCOUNTER, BOMB BLAST AND TERRORIST ATTACK		
Existing Rate & Policy	#	Benefit	Revised Policy / Eligibility
	1	Quarterly Maintenance Allowance for Pensioner Beneficiaries @ Rs.4,000/- (Applicable from 07-12-2022)	Maintenance Allowance (B.F) will be discontinued upon attaining age of superannuation i.e. 60 years of deceased / invalidated police personnel.
	2	Monthly Maintenance allowance for Non-Pensioner Widows @ Rs.20,000/- Per Month (Applicable from 07-12-2022)	Non-Pensioner widows will be paid Maintenance Allowance for the period 10 years from the date of death as per obituary and after that same will be discontinued.
	<ul style="list-style-type: none"> In case of widow / beneficiary (Pensioner or non- Pensioner) die or any legal heir of deceased officer / official children is appointed in Police Department against deceased quota, above cited benefit will be stopped. Moreover, if any widow / beneficiary (Pensioner or non- Pensioner) is re-married, the benefit will also be stopped. 		

MEDICAL FINANCIAL AID

Entitlement	All Serving Police personnel of Sindh Police				
Existing Rate / Policy	#	Disease		Entitlement	
				Self	Children & Spouse
	1	Heart Surgery	a) Major Heart Surgery (Open Heart Surgery)	Upto Rs. 500,000/-	Upto Rs. 200,000/-
			b) Minor Surgery (Stenting)	Upto Rs. 100,000/-	Upto Rs. 50,000/-
	2	Cancer	a) Benign	Upto Rs. 200,000/-	Upto Rs. 100,000/-
			b) Malignant	Upto Rs. 1,000,000/-	Upto Rs. 500,000/-
	4	Liver Transplant		Upto Rs. 1,000,000/-	Upto Rs. 500,000/-
	5	Bone Marrow Transplant (Aplastic Anemia)		Upto Rs. 1,000,000/-	Upto Rs. 500,000/-
	6	Corneal Transplant		Upto Rs. 1,000,000/-	Upto Rs. 500,000/-
	7	Surgeries	a) Major Surgeries (Head & Neck, Major fractures, GIT related, fire arm and bomb blast related)	Upto Rs. 500,000/-	Upto Rs. 200,000/-
			b) Minor Surgeries (Acute Abdomen, Cataract, debridement, or minor fractures	Upto Rs. 200,000/-	Upto Rs. 100,000/-

MEDICAL FINANCIAL AID

Entitlement	All Serving Police personnel of Sindh Police				
Existing Rate / Policy	#	Disease		Entitlement	
				Self	Children & Spouse
	8	Miscellaneous cases	Chronic heart failure, DCLD, CKD, dialysis etc. Hepatitis B &C and other diseases	Upto Rs. 200,000/-	Upto Rs. 100,000/-
	9	Treatment of differently able children	Special Children upto Rs. 300,000/- OR As per actual depending upon case		
Ghazi Police Officer / Official	Ghazis who sustained injuries during duty and becomes disabled / paralyzed shall be provided artificial lamb, wheel chairs, patient beds. Scooter, Tricycle				
Children of Police employees	An allowance of Rs. 150000/- Per Month for the children of Police employees (shaheed/deceased/serving) who are suffering from Thalassemia Blood Disorder and Rs. 10000/- Per Month for Cerebral Palsy				
Checklist of Documents	CNIC / Service Card of Police personnel / Beneficiary, Medical reports along with cost estimate of treatment issued by concerned Hospital, Recommendation of concerned SP/DDO with SPBWF Form-III. Note:- Payment shall only be made into the account of concerned hospital				

LEGAL AID IN LEGAL / COURT MATTER

Entitlement	All Serving Police personnel
Existing Rates / Policy	Financial assistance up to a maximum of Rs. 500,000/- will be granted to individual officer/official or group involved in legal and court matters in consequence of performance of official duty keeping in view the circumstances of each case and subject to the recommendations of SPBWF Management Committee
Check list of essential Documents	CNIC & Service Card of Police personnel, conventional NBP Account, Recommendation of concerned SP/DDO along with necessary detail of case.

SHAHEED COMPENSATION PACKAGE

Entitlement	All Serving Police personnel
Existing Package	<ol style="list-style-type: none">1. Rs.10 million as Shaheed Compensation and Rs. 01 million in Shahadat during road traffic accident in performing of duty.2. Salary till the age of superannuation3. 02 Jobs against Shaheed Quota4. Rs. 300,000/- as immediate relief (applicable from 08.04.2019)5. Wedding Gift Rs. 100,000/- for 02 Children of Shaheed6. Scholarship for all children7. 01 Plot as per Policy
Check list of essential Documents	<p>Obituary, death certificate, Heirship certificate, CNIC of Shaheed / legal heir, conventional NBP Account of legal heir, case FIR along with original Service Book and specific proforma to be filled and recommended by the SSP & DIGP.</p> <p>Note:- Case is placed before the Shaheed Declaration Committee, CPO, for considering to be recommended for declaration as Shaheed or otherwise.</p>

FINANCIAL ASSISTANCE “DEATH COMPENSATION”

Entitlement	Legal heirs of deceased Police personnel who die during service due to natural death		
Existing Package	#	Rank	Compensation Amount
	1	DIG & above	Rs. 3,000,000/-
	2	SSP and SP	Rs. 2,400,000/-
	3	DSP/ASP/Inspector/Assistant	Rs. 1,500,000/-
	4	Sub-Inspector, Senior Clerk and Junior Clerk	Rs. 1,200,000/-
	5	PC/HC/ASI	Rs. 900,000/-
	6	Peon/Cook/Plumber/Mali/Sweeper	Rs. 600,000/-
	1. One Job against deceased quota 2. Rs. 50000/- immediate Relief 3. Quarter Maintenance Allowance (BF) Rs. 4000/- PM for Pensioner Widows 4. Maintenance Allowance (BF) Rs. 20000/- for Non-Pensioner Widows 5. Wedding Gift Rs. 100,000/- for 02 Children of deceased 6. Scholarship for all children as per policy.		
Check list of essential Documents	Obituary, death certificate, Heirship certificate, CNIC of legal heir / deceased, conventional NBP Account of legal heir, along with original Service Book and specific proforma to be filled and recommended by the SSP & DIGP		

INJURY COMPENSATION

Entitlement	All police personnel who sustain injuries during performance of duty
Existing Rates / Policy	<p>Injury of Police personnel is Categorized by the Special Medical Board of concerned Services / Govt. Hospital:-</p> <ol style="list-style-type: none">1. Category “A” = Rs.1 million (Permanent Incapacitation)2. Category “B” = Rs.0.5 million (Temporary Incapacitation)3. Category “C” = Rs.50,000 thousand (Minor injury)
Check list of essential Documents	CNIC & Service Card of Police employee / Original Category Certificate issued by Special Medical Board, Conventional NBP Account, covering letter by concerned DDO / SP with original Service Book.